



Lake County

JSEC Insider



10 Reasons to Hire Vets

- Accelerated learning curve
- Leadership
- Teamwork
- Diversity & inclusion in action
- Efficient performance
- Respect for procedures
- Technology & globalization
- Integrity
- Conscious of health & safety
- Triumph over adversity

HireVetsFirst.org

All Businesses Must Display USERRA Poster

All businesses must conspicuously display a POSTER explaining the Uniformed Services Employment and Reemployment Rights Act of 1994 to all employees. Print your poster from:

dol.gov/vets/programs/userra/poster.pdf

OR request a copy from your local Job Service Workforce Center.

JSEC Representatives

- Karen Dellwo, JSEC Chair
- Todd Erickson, Coordinator
- Patti Patterson, Co-Coordinator



New and Revised Child Labor Laws & Resources

Final regulations implementing changes to employment rules for youth became effective February 14, 2005. The final rules expand protections for youth working in restaurant cooking, roofing, driving and other areas.

Food Service

The new rule modernizes the youth employment provisions regarding the types of cooking 14- and 15-year-olds are permitted to perform. The rules continue to prohibit 14- and 15-year-olds from performing any baking activities, and it incorporates long-standing departmental positions which permit these minors to operate microwave ovens that are used only to warm prepared food, and use, dispense, and serve food from warmers, steam tables, and other warming devices.

Construction

The rules expand the current prohibition against youth under age 18 working in roofing occupations to encompass all work on or about a roof, including work performed upon or in close proximity to a roof. The rules incorporate two statutory amendments enacted by the Congress in the late 1990's. The first amendment establishes criteria permitting 16- and 17-year-olds to load, but not operate or unload, certain waste-material baling and compacting equipment. The second amendment delineates what limited on-the-job driving may be performed by qualified 17-year-olds.

For more detailed information regarding a number of youth related employment issues, refer to the U.S. Dept of Labor Employment Standards Administration Wage and Hour Division: **dol.gov/esa**. Here you will find a Restaurant Employer Self Assessment Tool, a Construction Employer's Quick Guide to Teen Worker Rules, a Teen Driving on the Job Guide, an Employers Pocket Guide on Youth Employment, and a Grocery Employer Self Assessment Tool among the many resources for your referral. Another great resource for those of you hiring from the youth workforce is the April 2005 HRMagazine issue which features the following article: "De-Greening Teens" by Susan J. Wells. It brings to light some specific responsibilities and makes some excellent suggestions in hiring teens. You, of course, are always welcome to call or stop by Lake County Job Service with any of your employment questions, and we will do our best to provide you with the correct resource - at no charge to you!



Lake County Job Service Workforce Center
PO Box 970
417 B Main Street
Polson, MT 59860

JSEC Business Profile Survey

In December we distributed a Business Profile Survey via the Polson and Ronan Chambers of Commerce. The survey was also made available on-line via the Polson Chamber web site. Our goal in this survey was to assess our employer "market," our employer training needs, and our local JSEC awareness. Out of approximately eighty surveys handed out, twenty-seven were returned. Nine employers had between 0-9 employees, another 9 employed 20 or more, and six had 6-10 employees. Half rated their employees as excellent and another half rated employees as good. None rated their employees as fair or poor. All responded that a high school diploma was necessary for their positions; next, respondents required that some type of certification or college degree; and finally, a surprising number of positions required post secondary education. The higher education level is most likely due to the response from employers in the health care industry. Twenty-four responded that they hired locally and three recruited out of the area. Of the type of additional workforce training that was necessary to perform the jobs, computer training and personal skills were specifically listed. The type of training that employers would like to participate in was customer service, computer skills, and response to economic/market changes. The most important factor to respondent's business success was indicated as customer service and closely followed by knowledge of our local market. The most limiting factor to the employer's growth was the size of the local consumer market. A slim majority stated they had a business plan. Finally, fifteen responded that they were aware of JSEC while ten were not. Eleven would like more information sent to them. It is our goal to address some of the specific issues in our upcoming Employer Clinic in October. If you would like more information regarding our survey and JSEC, please contact Todd Erickson or Patti Patterson at 406/883-7880.

JSEC Members

Karen Dellwo, First Interstate Bank, Chair
Theresa Jones, St. Luke Hospital, Treasurer
Stacey Kiehn, S&K Technologies
Kathy Olson, S&K Technologies
Rick Molenda, Western Bee
Emily Peck, Polson School Dist., #23
Joyce Rogers, Western Building Center
Ken Rohrenbach
Michelle Cope, Polson Chamber
Nikki Montesano - Jore Corporation
Lettie Neuman - Kicking Horse
Audi Moran - S&K Technologies
Paula Weaver, Tamsco
Marilyn Becker, OPA
Nikki Montesano, Jore Corporation
Adina Fox, Ronan Telephone
Wayne Fuchs, St. Luke Hospital



Customer Service Video's Available
Including; Give'em the Pickle
Take care of the Customer with Service,
Attitude, Consistency, Teamwork.

Call today to reserve your copy!
883-7880



To keep current on Wage & Hour laws; new available resources, new employer information, upcoming Work Shops; Brown Bag series; previous Newsletters: visit our website: employlakecounty.com or call Todd Erickson, Business Advocate @ 406.883.7885